



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
UNITED STATES ARMY INTELLIGENCE CENTER AND FORT HUACHUCA
1903 HATFIELD STREET
FORT HUACHUCA ARIZONA 85613-7000

ATZS-CG

29 April 2005

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: POLICY 106 – Equal Opportunity

1. REFERENCES.

- a. AR 600-20, Army Command Policy, 13 May 02.
- b. DA Pam 600-69, Unit Climate Profile Commander's Handbook, 1 Oct 86.

2. POLICY. I am committed to providing equal opportunity (EO) and fair treatment for military personnel, family members and Department of the Army civilians without regard to race, color, religion, gender or national origin. I will provide an environment free of unlawful discrimination and offensive behavior. Army Regulation 600-20, Army Command Policy, prescribes an equal opportunity program that formulates, directs, and sustains a comprehensive effort to maximize human potential and ensures fair treatment for all based on merit, fitness, and capability in support of readiness. I am committed to the Army's EO program.

3. Equal and fair treatment for all is a priority. Soldiers and civilians have the right to work in an environment free of discrimination or practices that undermine teamwork, mutual respect, loyalty, and shared sacrifice of the men and women in this command. Acts of discrimination, intimidation and verbal abuse undermine unit cohesion, esprit de corps and, ultimately, mission accomplishment.

4. Equal Opportunity is the responsibility of all leaders in this command. Commanders, leaders, and supervisors must establish and sustain a climate that fosters human dignity, fairness, and respect for individual goals and aspirations while eliminating attitudes, behaviors, and practices that impact adversely on unit cohesiveness.

5. I hold all commanders accountable for the EO climate within their units. I charge all leaders to pursue all reports of EO violations. You must ensure your Soldiers, civilians, and family members know and understand the manifestation and impact of such behavior.

6. PROCEDURES. Commanders will ensure Soldiers and family members who file EO complaints are protected from reprisal or retaliation. Acts of reprisal violate Army policy and should be reported immediately by the soldier or those having knowledge to the Department of Defense Inspector General at (800) 424-9098.

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7. Training is the cornerstone of success for EO. Quarterly EO training is mandatory, with two quarters consisting of the Prevention of Sexual Harassment (POSH). Commanders and leaders will execute and participate in the training, and ensure their soldiers participate as well. Company Commanders will conduct a unit climate assessment within 90 days of assuming command. This assessment can be done using the Military Equal Opportunity (MEO) Climate Survey (MEOCS), DA PAM 600-69, or other survey instruments. All climate assessments will be conducted by an outside agency: i.e., EO or IG. Once completed, a proactive program will be developed to make corrective action(s) or sustain success.
8. I recommend you use your chain of command, Equal Opportunity Representatives or Equal Opportunity Advisors at command level to resolve issues at the lowest level. If you feel you are a victim of discrimination, visit the MEO Office, building 22328, or call 533-1717/5305/3696 for assistance.
9. Fort Huachuca has also established an EO/Sexual Harassment Hotline at 533-2376, which contains information on sexual harassment, EO reporting, and appeal procedures. Complaints can be filed at the MEO Office or through your chain of command.
10. Every commander/commandant will publish and post on information boards a separate written policy memorandum on Prevention of Sexual Harassment, Equal Opportunity, EO/Sexual Harassment Complaint Procedures and Consideration of Others Program.
11. PROPONENT. MEO Office, 533-1717.



BARBARA G. FAST
Major General, USA
Commanding

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